

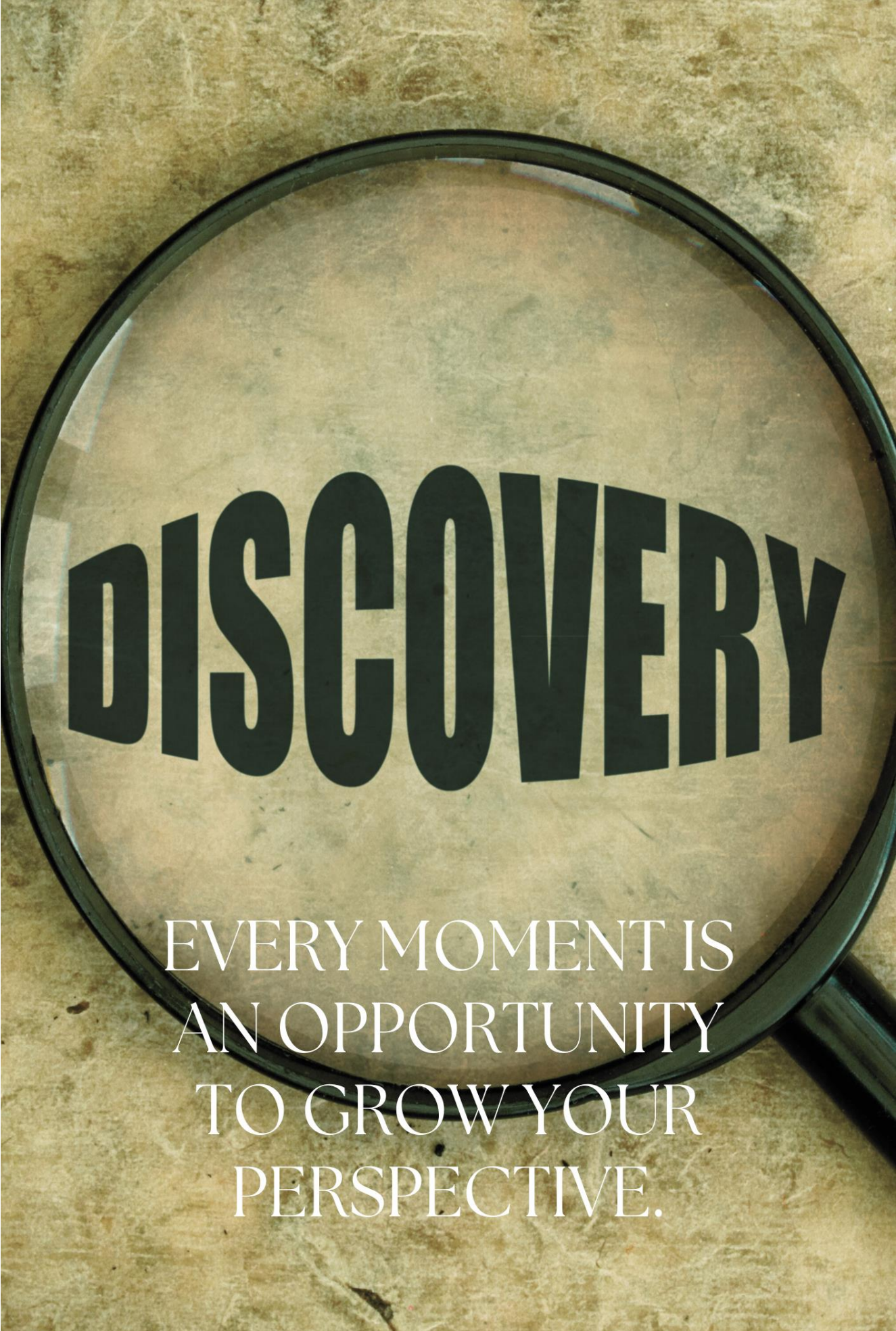


MINISTRY DISCOVERY WORKSHOP



TOOLS TO HELP YOU DISCOVER YOUR MINISTRY BLUEPRINT





DISCOVERY

EVERY MOMENT IS
AN OPPORTUNITY
TO GROW YOUR
PERSPECTIVE.

MINISTRY DISCOVERY WORKSHOP:

Practical Tools to Help You Discover your Ministry Blueprint



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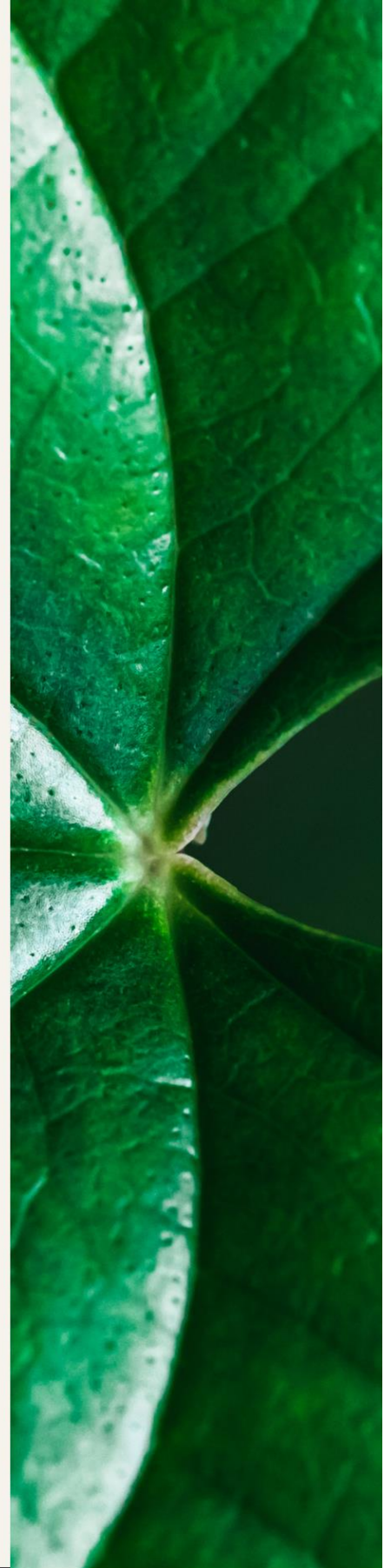
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TABLE OF CONTENTS

1. INTRODUCTION
2. SPIRITUAL GIFTS
3. NATURAL ABILITIES AND STRENGTHS
4. CORE VALUES
5. LIFE EXPERIENCES
6. DEVELOPING A PLAN
7. BRINGING IT ALL TOGETHER

IN THIS WORKBOOK, WE WILL EXPLORE TOOLS TO HELP YOU BETTER UNDERSTAND YOUR SPIRITUAL GIFTS, NATURAL ABILITIES, CORE VALUES AND LIFE EXPERIENCES BEFORE CONSIDERING STRATEGIES TO DEVELOP A PLAN FOR THE FUTURE.



01

INTRODUCTION

Welcome to the Ministry Discovery Workshop. We are delighted that you have taken the time to join us. Please take a moment to read through the introduction to familiarise yourself with the course material.

LET'S DO IT!



Congratulations! You have taken the first step in discovering your ministry blueprint.

On behalf of Discipleship Foundation, I want to extend a very warm welcome to you. Thank you for taking the time to sign up to this workshop.

It is my prayer that you will find this resource helpful as you explore your ministry blueprint.

This pdf document is the worksheet that accompanies the Ministry Discovery workshop that we present online. There are videos for you to watch and work through in order to help you learn how to make the most out of this workbook.

If you haven't signed up to the course as yet but would like to do so, please take a moment to visit us at:

<https://www.discipleshipfoundation.org>

Please feel free to see what other resources we have available while you are there.

So, what is the Ministry Discovery Workshop all about?

This workshop is designed to give you an in-depth understanding of how God has wired you and how you can better understand this in order to serve God and others effectively and passionately.

We will use the acronym '**S.A.V.E.D.**' to help us better understand what we will cover in the material.

The 'S' stands for Spiritual Gifts.

We begin by completing a spiritual gifts profile, helping you to identify your dominant spiritual gifts.

This material includes a concise definition of the ministry gifts to help clarify what they are and to explore how they apply to your life and to various areas of service.

The 'A' stands for natural abilities and areas of strength.

While God gives us spiritual gifts, He also endows us with natural abilities and areas of strength. Often it is difficult for us to recognise what these are. This section of the material will help you to explore what these might be, and how knowing what your natural abilities and strengths are, can help you comprehend how God might use you for ministry.

The 'V' stands for values.

This section will help you identify what core values are, why they matter and how they have the potential to stir us to action. If you have never understood what your core values are, this section will help you to examine why certain things matter to you the way they do. Knowing what our core values are can serve as a compass, giving us direction as we move forward. We will also examine how values differ from goals.

The 'E' stands for experiences.

As we journey through life, we all experience life in different ways. Some of the experiences we have been through have been deeply inspiring and moving. Others have probably been very painful and difficult to understand.

However, it is clear from Scripture that God can use both the good and the not-so-good life experiences in a very meaningful and life-changing way going forward. Think of how Joseph's life experiences shaped him to be the man God would use to save nations at a critical time in history. Think of how the first 80 years of Moses' life prepared him for the life-transforming ministry that would follow in the remaining 40 years of his life.

We all experience life. With God, nothing is wasted. This section will help you to better understand and summarise your life experiences as you consider whether these could be prompting you to make a difference in the lives of others. Knowing our life experiences helps us to begin to join the dots to the tapestry of our lives.

The 'D' stands for developing a plan.

It is wonderful that you are embarking on this journey of self-discovery and growth. Understanding your gifts, abilities, strengths, values and life experiences is indeed just the beginning.

In this section of the workshop, we will look at how to begin to develop a meaningful and workable plan to help you grow into all that God has purposed to do both in and through you.

Our prayer is that this workshop will provide an opportunity to prayerfully reflect and plan for your future ministry and service. May it be a blessing to you - a time that you will find to be enriching and fulfilling - and may it help to hone and prepare you to be a blessing to others!

[illegible]

- What do you understand so far about your spiritual gifts?
- What abilities and strengths are you able to recognise in yourself at present?
- What would you say are your core values? What is your understanding of values?
- How do you think your life experiences may shape a ministry direction in your life going forward?
- What plan do you have at present to develop and hone all of the above into a meaningful ministry and service to God and others?

Father, thank you so much for each person who has taken the time to sign up for this workshop. I do not believe this is a coincidence. May You do a deep work in their hearts and lives, and may You begin to make clearer, not only what you have purposed for them, but how valued important they are to You.

Lord, the greatest gift of all is love. Without it, all the gifts and abilities are meaningless (1 Corinthians 13). With this in mind, may each person come to know the full extent of Your love for them and how they are valued by You.

May the love You have for them, and the work You do in them over the course of this workshop, be the love You work through them as You equip and empower them to impact others. To Your glory and honour,

Amen.



02

SPIRITUAL GIFTS

Complete the spiritual gifts profile to identify your dominant spiritual gifts. Follow the instructions on the next page to get started.

LET'S DO IT!



What are Spiritual gifts?

Bernock captures the essence of spiritual gifts well when she refers to them as unique abilities, talents, or capacities that individual Christians receive from the Holy Spirit to serve God and others in the Christian community. These gifts are not natural talents or acquired skills but divine endowments given by God's grace. Their purpose is to strengthen and build up the body of Christ, meaning the collective group of believers.ⁱ

Spiritual gifts can be traced back to the promised outpouring of the Spirit in Acts 1:8, where Luke records the words of Jesus:

"But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth."

Spiritual gifts, bestowed upon believers by the Holy Spirit according to His will, are supernatural abilities that enable us to testify about God and direct people toward Him. The purpose of these gifts is to fulfil God's plans and extend His grace through His community of believers.

Bernock continues:

"Spiritual gifts are distributed among all believers, given by the Holy Spirit to serve the church and glorify God. Each believer is granted gifts, not as a sign of superiority or exclusivity, but as a means for contributing to the well-being and growth of the church community. It is crucial to understand that these gifts are meant to foster unity, service, and mutual edification, not to create hierarchies or divisions among church members."ⁱⁱ

Further references to the gifts of the Spirit can be seen in [Ephesians 4:11-16](#), [Romans 12:6-8](#) and [1 Corinthians 12, 13 and 14](#).

The following Spiritual Gifts Profile is designed to help you identify the spiritual gifts that God may have bestowed upon you to fulfil His will and purpose for your life. After the profile, you will find definitions for the various spiritual gifts.



Spiritual Gifts Profile

Welcome to the Spiritual Gifts Profile section of the workshop. We hope that you will find this resource helpful.

Take your time and begin to evaluate each of the 110 statements in the spiritual gifts profile, selecting the option you feel is most appropriate for you by choosing one of the following options to each question:

①

Disagree Strongly

②

Disagree Somewhat

③

Not Sure

④

Agree Somewhat

⑤

Agree Strongly

Try to be as objective and accurate as possible. It may also be helpful to ask others who know you well to complete a profile on your behalf as well, particularly if you find it challenging to assess your own strengths and abilities.

Once you have completed all the statements, transfer your responses to the **Score Summary** section at the end of the survey (page 18). We will then explore how you can calculate your predominant spiritual gifts. Space is provided at the end for reflections (page 20).

If you are interested in finding out about other resources we offer, please feel free to visit us at: <https://www.discipleship.foundation>

Here are the statements:

1) People seem to be comfortable following my lead.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

2) I find great joy sharing God's word with other believers.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

3) I am very fulfilled sharing the good news of Jesus with unchurched people.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

4) I love to help people by leading them in their spiritual walk.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

5) I love helping people better understand the Scriptures.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

6) It brings me great joy to sing God's praises privately and publicly.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

7) I long to help people engage in a deeper walk with God.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

8) People seem to want to share their spiritual problems with me.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

9) I excelled academically at school.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

10) I enjoy doing practical jobs around the church.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

11) I enjoy helping people fulfil their respective ministries.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

12) I am able to help a group accomplish their joint tasks.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

13) I like to help bring organisation so that people can minister more effectively.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

14) Giving financially to the Lord's work is a great joy for me.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

15) I'm drawn to help people who have problems.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

16) People think that I can accurately distinguish honesty from dishonesty.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

17) I enjoy the challenge of doing great things for God because I serve a great God.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

18) People often comments that my home is a very open and welcoming place.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

19) Maintenance and repair jobs something I enjoy doing and can do well.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

20) I often seem to discern prayer needs before others do.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

21) I love to pray for the sick and see them healed.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

22) I get on well with people from cultures that are different to mine.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

23) I often seem to take the lead when working in a group.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

24) I love to share from the Bible when providing comfort to others.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

25) I seem to know when someone is ready to receive Christ as Lord.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

26) The congregation seems drawn to my leadership.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

27) Leading a Bible study is extremely enjoyable to me.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

28) Others have said I play a musical instrument very well.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

29) I love to be an encouragement to people who are discouraged.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

30) I love the challenge of finding solutions to difficult problems.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

31) I often receive revelation of spiritual truth in Scripture.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

32) I enjoy fixing and maintaining practical things for God.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

33) I enjoy helping with various tasks around the church.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

34) People often seem to follow my lead when doing a task.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

35) I really enjoy making important decisions.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

36) Giving generously financially is something that brings great joy to me.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

37) I love visiting the elderly.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

38) I seem able to distinguish when things are right or wrong.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

39) Even though things may seem impossible, I am able to move things forward.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

40) I love unexpected visits from people.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

41) Engaging in arts and crafts brings great joy to me.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

42) Praying is something I enjoy above many other things.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

43) I have often prayed for people and seen answers to my prayers.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

44) I am able to relocate to a new community and make friends very easily.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

45) Leading people to an opportunity God wants them to fulfil comes easily to me.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

46) I am able to share from the Bible in a relevant and applicable way.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

47) I feel compelled to share the good news of Jesus Christ with others.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

48) I find great fulfilment in helping others who have problems.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

49) People seem to learn from my teaching.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

50) I love being involved in musical productions.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

51) I always seem to encourage people to get involved in spiritual service.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

52) People seem to follow my advice regularly and easily.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

53) I am able to help others understand difficult passages of Scripture.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

54) I find doing manual tasks at church very rewarding.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

55) I love to support other ministries by freeing them up as I do manual tasks.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

56) I find it easy to delegate tasks to others.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

57) Seeing a group accomplish its objectives is a great joy to me.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

58) Helping to provide financial support in vital situations is very rewarding.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

59) I love to comfort others who are going through challenging situations.

①

Disagree Strongly

②

Disagree Somewhat

③

Not Sure

④

Agree Somewhat

⑤

Agree Strongly

60) Understanding the difference between truth and error comes easily to me.

①

Disagree Strongly

②

Disagree Somewhat

③

Not Sure

④

Agree Somewhat

⑤

Agree Strongly

61) I can trust God in difficult situations even when others cannot.

①

Disagree Strongly

②

Disagree Somewhat

③

Not Sure

④

Agree Somewhat

⑤

Agree Strongly

62) People seem to feel very comfortable in my home.

①

Disagree Strongly

②

Disagree Somewhat

③

Not Sure

④

Agree Somewhat

⑤

Agree Strongly

63) I am very adept at making things with my hands.

①

Disagree Strongly

②

Disagree Somewhat

③

Not Sure

④

Agree Somewhat

⑤

Agree Strongly

64) People have commented that God consistently answers my prayers.

①

Disagree Strongly

②

Disagree Somewhat

③

Not Sure

④

Agree Somewhat

⑤

Agree Strongly

65) God has healed someone after I have prayed for them.

①

Disagree Strongly

②

Disagree Somewhat

③

Not Sure

④

Agree Somewhat

⑤

Agree Strongly

66) I relate well to Christians from a different culture to my own.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

67) I love sharing God's Word with others.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

68) It is imperative to warn people of God's judgement.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

69) I love to speak to unchurched friends about Jesus.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

70) People approach me with their concerns because they feel I care.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

71) I love to help others to find fulfilment in their Christian walk.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

72) My musical ability benefits others.

①	①	②	③	④
Disagree Strongly	Disagree Somewhat	Not Sure	Agree Somewhat	Agree Strongly

73) People come to me for comfort and for advice.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

74) I am able to find a good alternative in the situation.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

75) I am able to understand Bible doctrine effectively.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

76) I prefer doing something myself than getting someone else to do it.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

77) I enjoy helping other people through difficult situations.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

78) I love to help others discover and develop what God is calling them to do.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

79) Developing effective plans for ministry is a great blessing to me.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

80) I love being able to give money to the Lord.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

81) I find great joy in ministering to the sick.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

82) Distinguishing truth from error in theological statements comes easily to me.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

83) People find that I often have faith when others do not.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

84) I love making my home available to visiting missionaries.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

85) I love making things look more attractive and presentable.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

86) I am often burdened to pray for others because I know that prayer is vital.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

87) I love to minister to those who are suffering physically or emotionally.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

88) The thought of planting a new church is very appealing to me.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

89) I love to train workers in the church.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

90) It is vital to share God's Word even if people find it irrelevant.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

91) I have a deep burden to see the unsaved in my town coming to faith.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

92) I relate very well to people on a one-to-one basis.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

93) I find it easy to develop materials for a Bible study class.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

94) Leading people in a time of worship is very enjoyable and rewarding to me.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

95) I love to meet the needs of my church family above the unchurched.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

96) I am able to find solutions to problems quite effectively.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

97) I love to read and study difficult passages of Scripture.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

98) I enjoy doing things without too much fanfare.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

99) I love to help a family in crisis.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

100) I really enjoy it when others follow me in the task.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

101) I would rather make a decision on behalf of a group than try to persuade them.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

102) I am able to give sacrificially because I am confident God will meet my needs.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

103) It gives me great joy to visit people who are ill.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

104) I often find myself trying to understand people's motives.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

105) I find it very rewarding to encourage those who are discouraged.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

106) People really enjoy coming to my house.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

107) I love to draw, design and paint things.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

108) I often find I pray rather than do other things.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

109) I believe that God uses my prayers to make a difference in the lives of the ill.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

110) I have a burden to see people from other cultures coming to faith in Christ.

①

Disagree Strongly

①

Disagree Somewhat

②

Not Sure

③

Agree Somewhat

④

Agree Strongly

Next, transfer your choices making sure that you enter the correct response next to the appropriate statement. Once all your responses have been transferred, add up the columns to determine your highest scores. This will give you an indication of what your dominant spiritual gifts are. Record your responses at the foot of the page listing the top 3 scores. If you have the same score for more than one spiritual gift, put both responses next to each other.

For example, if you scored **3** for questions 1, **2** for question 23, **4** for question 45, **0** for question 67 and **1** for question 89, you would record it as follows: 1. Apostle 1 3 23 2 45 4 67 0 89 1 = 10

Score Summary:

1. Apostle	1	23	45	67	89	=	
2. Prophet	2	24	46	68	90	=	
3. Evangelist	3	25	47	69	91	=	
4. Pastor	4	26	48	70	92	=	
5. Teacher	5	27	49	71	93	=	
6. Music	6	28	50	72	94	=	
7. Exhortation	7	29	51	73	95	=	
8. Wisdom	8	30	52	74	96	=	
9. Knowledge	9	31	53	75	97	=	
10. Serving	10	32	54	76	98	=	
11. Helps	11	33	55	77	99	=	
12. Leadership	12	34	56	78	100	=	
13. Administration	13	35	57	79	101	=	
14. Giving	14	36	58	80	102	=	
15. Mercy	15	37	59	81	103	=	
16. Discernment	16	38	60	82	104	=	
17. Faith	17	39	61	83	105	=	
18. Hospitality	18	40	62	84	106	=	
19. Craftsmanship	19	41	63	85	107	=	
20. Intercession	20	42	64	86	108	=	
21. Healing	21	43	65	87	109	=	
22. Missionary	22	44	66	88	110	=	

Now, list your top 3 scores from the Score Summary section. According to the spiritual gifts profile, my dominant spiritual gifts are:

1.	
2.	
3.	

What did you make of these dominant gifts? What, if anything, surprised you?

It might be helpful to talk to others who know you well. Do they agree with your answers? Why or why not? What do they see as your main spiritual gift(s)?

Defining the Spiritual Gifts

The Gift of Administration

The Greek term for the spiritual gift of administration is *'kubernesis'*, which translates as 'captain' or 'shipmaster.' Its literal meaning 'to rule or govern,' or 'to steer,' symbolising someone who guides and directs others toward a shared destination or goal.

During His time on earth, Jesus frequently demonstrated the spiritual gift of administration. One example is in [Matthew 14:13-21](#). After feeding the 5000, Jesus organised the crowd into groups to aid the efficient distribution of the resources to ensure that everyone's needs were met.

The Holy Spirit bestows this gift upon certain Christians, enabling them to implement, direct and organise plans in order to help lead others within the various ministries of the Church. Although this gift is closely related to leadership, it tends to be more task-oriented and detail-focused ([1 Corinthians 12:28](#) and [Titus 1:4-50](#)).

The Gift of Apostleship

The spiritual gift of apostleship is sometimes mistaken for the office of Apostle. The office of Apostle was held by a select group of men chosen by Jesus, including the disciples ([Mark 3:13-19](#)) and Paul ([Romans 1:1](#)). To hold this office, one had to be a faithful eyewitness of Jesus' ministry and His resurrection ([Acts 1:21-22](#); [1 Corinthians 9:1](#)), and be personally called by Jesus ([Galatians 1:1](#)). The Apostles were given the unique authority by Jesus to perform various tasks to help establish the church, including writing Scripture and performing miracles ([John 14:26](#), [2 Peter 3:15-16](#), [2 Corinthians 12:12](#)).

While the original office of Apostle no longer exists today, the gift of apostleship continues in a different form. At His ascension, Jesus bestowed some to be apostles, prophets, evangelists, shepherds, and teachers ([Ephesians 4:7-12](#)), thus representing a distinct category of apostles.

Those with the gift of apostleship today are often called to establish new ministries and local churches. This may entail crossing cultural or national boundaries, venturing into places where the Gospel is not preached, in order to raise up and develop new leaders. Church planters, missionaries, institutional leaders, and those leading multiple ministries or churches often possess the gift of apostleship. Those with an apostolic anointing are often leaders of leaders; they tend to be entrepreneurial, and are capable of accomplishing difficult tasks. See [Acts 1:21-22](#), [Ephesians 4:11](#), [1 Corinthians 9:1](#) and [Corinthians 12:28](#).

Jesus embodied apostolic qualities throughout His ministry. He commissioned the Twelve with the command to “go and make disciples of all nations” ([Matthew 28:19](#)), equipping them to carry on His work after His ascension.

The Gift of Discernment

The spiritual gift of discernment, also known as the gift of ‘distinguishing between spirits’ or ‘discernment of spirits,’ comes from the Greek word ‘*diakrisis*,’ a term that encompasses the ability to discern or appraise a situation, person, statement or environment. In the New Testament, it refers to the ability to discern between good and evil ([Hebrews 5:14](#)) or to distinguish between spirits ([1 Corinthians 12:10](#)). The Holy Spirit grants certain Christians the ability to distinguish whether influences find their origin in God, Satan, the world, or human instincts. This gift helps to warn believers in times of danger, preventing the introduction of false teachings ([Acts 5:3-6; 16:16-18](#) and [1 John 4:1](#)).

Jesus exhibited the gift of discerning of spirits throughout His earthly ministry. Encountering a demon-possessed man in the region of Gerasene ([Mark 5:1-20](#)), Jesus, through discernment, freed the man from its control.

The Gift of Craftmanship

Craftsmanship in the Bible is often depicted as a divine gift, endowed by God to bring Him glory and to serve His people.

The Old Testament offers several examples of craftsmanship as a divinely inspired skill, most notably in the construction of the Tabernacle (see [Exodus 31:1-6](#)). Here, God specifically calls Bezalel and Oholiab, filling them with the Spirit of God, and granting them wisdom, understanding, and knowledge in all kinds of artisanry. Craftsmanship is thus not merely a human endeavour, but can also indicate a spiritual gift.

In the New Testament, the concept of spiritual gifts is expanded to include a variety of abilities given by the Holy Spirit to believers. While craftsmanship is not explicitly listed among the spiritual gifts in passages like [Romans 12:6-8](#) and [1 Corinthians 12:4-11](#), the principle that all gifts are given for the common good and the building up of the Church still applies.



The Gift of Evangelism

The Greek word for evangelists is *'euaggelistes,'* which means, 'one who brings good news.' This term also appears in [Acts 21:8](#) and [2 Timothy 4:5](#).

While all Christians are called to evangelize and share the Gospel with the lost (Matthew 28:18-20), some are given an extra measure of faith and effectiveness in this area. The spiritual gift of evangelism is mentioned in [Ephesians 4:11-12](#), where Paul states that Jesus gave apostles, prophets, evangelists, shepherds and teachers, to equip the saints for the work of ministry, building up the body of Christ.

Jesus exemplified the gift of evangelism throughout His ministry. He preached about the Kingdom of God, used parables to convey deep spiritual truths, and invited people to a change of life as they put their faith in God.

The Gift of Exhortation

The spiritual gift of exhortation, often referred to as the gift of encouragement, comes from the Greek word *'parakaleo'*. This term means to 'encourage, beseech and strengthen.' The primary purpose of exhortation is to remind the hearer of the powerful and amazing work of God in Christ, particularly Jesus' atoning work. An example can be seen in Paul's instructions in [Titus 1:9](#) and [Titus 2:11-15](#). He also encourages Timothy in [2 Timothy 4:2](#).

The Spirit of God bestows this gift on certain believers so that they may strengthen and encourage those who are wavering in their faith. The goal of the encourager is to see everyone in the church continually building up the body of Christ and glorifying God. Refer to [Acts 11:23-24; 14:21-22; 15:3](#) and [Romans 12:8](#) for more examples. Those with the gift of exhortation have the ability to uplift and motivate others, being able to challenge and stir people to spiritual growth and action.

Jesus frequently demonstrated the gift of encouragement, In [John 16:33](#), for example, He exhorted His disciples by saying, “I have told you these things so that in me you may have peace. In this world, you will have trouble. But take heart! I have overcome the world.”



The Gift of Faith

The New Testament word for faith is *pistis*, which conveys notions of confidence, assurance, trust and certainty. The gift of faith is rooted in one's saving faith in Christ and the trust that arises from a close relationship with the Lord. All Christians possess saving faith ([Ephesians 2:8-9](#)), but not everyone receives this special gift of faith. Those endowed with the gift of faith demonstrate a trust in God that empowers them to live boldly for Him, demonstrating and living out their faith in remarkable ways.

In the Bible, the gift of faith is often accompanied by significant acts of faith. In [Acts 3:1-10](#), for example, we see this gift in action when Peter heals a disabled man at the Gate Beautiful by commanding him to stand up and walk. Jesus stated that even a small amount of this faith could move mountains ([Matthew 17:20; 21:21](#)).

The Holy Spirit imparts this gift to some within the church to encourage and strengthen the church's confidence in God. Those with the gift of faith trust in God's sovereignty, taking Him at His Word. They expect God to act and are not surprised when He answers prayers or performs miracles ([1 Corinthians 12:9](#), [Hebrews 11:1-40](#)).

Jesus displayed the gift of faith throughout His earthly ministry. He regularly demonstrated and modelled His unwavering trust in the Father's will and His power to bring about supernatural changes, performing many miracles in the process.

The Gift of Giving

The Greek word for the spiritual gift of giving is ‘*metadidomi*’, meaning ‘to impart’ or ‘to give’. In [Romans 12:8](#), this word is accompanied by the descriptor ‘*haplotes*’ which means ‘sincerely, generously, and without pretence or hypocrisy.’

The Holy Spirit imparts this gift to some within the church in order to meet the various needs of the congregation and its ministries. It provides for those who cannot fully provide for themselves, demonstrating God's heart of love and provision. Those with this gift often adjust their lifestyles to give more to the spread of the Gospel and the care of the needy. They are grateful when someone shares a need with them and are always joyful when they can meet that need ([Romans 12:8, 13](#), [2 Corinthians 8:1-5; 9:6-15](#); [Galatians 4:15](#), and [Philippians 4:10-18](#)).

The greatest embodiment of this gift is demonstrated in Jesus’ selfless sacrifice on the cross. Willingly laying down His life to redeem humanity, Jesus exemplified generosity and love.

The Gift of Healing

The spiritual gift of healing, as mentioned in [1 Corinthians 12:9](#), is actually plural in the Greek, ‘*charismata iamatōn*’, which is translated directly as ‘gifts of healings.’ This gift is closely related to the gifts of faith and miracles. While all spiritual gifts are exercised in faith, gifts of healings require a special measure of it. It is subject to the sovereign will of God, as all spiritual gifts are.

The spiritual gift of healing is intimate, revealing the heart and compassion of God. Jesus is the Great Healer and Physician, and during His ministry on earth, He healed countless people ([Matthew 4:23-24; 8:16; 9:35](#), [Mark 1:34](#)). Healings show that God is near to His people and cares about their sufferings. God desires those healed to respond in faith with thanksgiving and love, as the leper did in [Luke 17:15-19](#).

Jesus showed many examples of the gift of healing throughout His ministry. He healed the lame, opened blind eyes, mended the broken-hearted, restored the lame, the deaf, and the sick, and demonstrated His authority over every form of affliction.



The Gift of Helps

The spiritual gift of helps is mentioned in one of the lists of spiritual gifts in the Bible. The Greek word translated as “helps” in [1 Corinthians 12:28](#) is found only there in the New Testament, making the exact meaning obscure. The term “helps” means “to relieve, participate in, and support.”

Those with the gift of helps are individuals who can aid or assist others in the church with compassion and grace. While helping within the body of Christ can take various forms, those endowed with this gift offer help with daily chores, often assisting in the regular administration of church affairs. They volunteer to work around church buildings and grounds, or serving in the community in some way, frequently labouring in obscurity.

Some view the gift of helps as the willingness to ‘lend a hand’ and perform even the most mundane and disagreeable tasks with a spirit of humility and grace. Others see helping as assisting the elderly or families with daily tasks, coming alongside them to provide much needed support.

The Gift of Hospitality

Those with spiritual gift of hospitality have a natural inclination to make others feel welcome. They show care, creating a warm environment in which physical and emotional needs are met. Individuals with the gift of hospitality have a genuine love for people and a desire to make them feel comforted and valued. Whether in their homes, in the community, or in church, they help to nurture a sense of belonging. Hospitality is a beautiful expression of Christ’s love. In this way, authentic and loving communities are built up.

In [Romans 12:13](#), the apostle Paul encourages believers to “practice hospitality” as an essential aspect of Christian living, showing love and kindness to strangers.

When the gift of hospitality is present in the church, it creates a warm and inclusive community of acceptance and love. In the absence of the gift of hospitality, the church may struggle to make newcomers feel welcome or to integrate them into the community. The lack of a hospitable spirit may hinder the growth and unity of the church. Practical ways to develop the spiritual gift of hospitality include:

Jesus exemplified the gift of hospitality throughout His ministry by embracing people from all walks of life. When invited to the homes of others, Jesus created an atmosphere of love and acceptance.



The Gift of Interpretation

The spiritual gift of interpretation of tongues is mentioned alongside the gift of speaking in tongues ([1 Corinthians 12:10](#)), showing a harmonious relationship between these two distinct gifts. The Greek term ‘*hermeneia*’ means to interpret, expound or explain a message that is not naturally understandable. This gift provides a supernatural ability to understand and explain messages spoken in a language unknown to interpreter or the hearers. God reveals the meaning of the spoken words to the interpreter, who then communicates it to those who need to hear it, resulting in the church being edified and God being glorified.

Like the gift of prophecy, interpreted tongues encourage and bless the church, fostering deeper and more effective love and service to God. Refer to [1 Corinthians 12:10, 30; 14:1-28](#) for more information.

The Gift of Knowledge

The spiritual gift of knowledge, also known as the “word of knowledge” or “utterance of knowledge,” comes from the Greek word ‘*gnosis*’ which means ‘knowledge and understanding.’ Paul, in the early passages of 1 Corinthians, recognised that the highest form of knowledge among men is the Gospel of Jesus Christ (1 Corinthians 1:4-7). Therefore, the gift of knowledge involves understanding the world and our lives through the lens of the Gospel and Scriptures. In 1 Corinthians 12:8, the emphasis is on the ability to communicate this knowledge to others in specific situations. This gift is closely related to the gift of wisdom mentioned by Paul in 1 Corinthians 1:18-31.

The Holy Spirit bestows this gift to some believers to impart understanding and inform the church or individual believers. Those with this gift effectively communicate the truth at the appropriate times. The gift of knowledge enables a believer to relate the Scriptures to all aspects of life. They can see how it connects to every situation and circumstance, guiding Christians in making informed decisions. Additional references include Romans 15:14; 1 Corinthians 12:8 and 2 Corinthians 2:14.

Jesus frequently demonstrated the word of knowledge during His earthly ministry. A notable example can be seen John 1:47-50 where Jesus revealed Nathanael’s character and background even before having met him.

The Gift of Leadership

The spiritual gift of leadership is closely related to the gifts of administration and pastor/shepherd. The Greek word for this gift, ‘*proistemi*,’ means to lead, care for, assist and protect others. In Romans 12:8, this gift is mentioned between the gifts of giving and mercy, highlighting its association with caring for others. This gift of pastor/shepherd differs from the gift of administration in that it focuses more on people and relationships than on tasks. While those with the gift of administration also care for people, those with the gift of leadership tend to prioritise people and relationships. The Holy Spirit bestows the spiritual gift of leadership to some in the church to care for God’s people so as to guide them into deeper relationships with Christ and each other. These leaders measure their success by how well they help others grow spiritually. Refer to Romans 12:8, 1 Thessalonians 5:12, and 1 Timothy 3:4-5, 12; 5:17 for more insights.

The word ‘*proistemi*’ is also linked to caring for people in other passages. In 1 Thessalonians 5:12-13, Paul advises respecting those who labour among you and are over you in the Lord, acknowledging their efforts in caring for souls. Visionary, and less concerned with mundane details, many with this gift are entrepreneurial and willing to take risks for the advancement of God’s kingdom. They protect those

under their care and are equipped to lead through crises. Jesus modelled the gift of leadership by leading with compassion, the heart of a servant and with wisdom, equipping the disciples to continue with His mission after His ascension.



The Gift of Mercy

The Greek term for the spiritual gift of mercy, ‘*eleeo*,’ and means being compassionate and patient towards those suffering or afflicted. This gift covers both the physical and spiritual needs of those in pain. While all Christians are called to be merciful because of how merciful God is to us ([Matthew 18:33](#); [Ephesians 2:4-6](#)), individuals with this gift exhibit great empathy. They support people through their healing process, sometimes over extended periods.

This gift is consistently expressed through compassion. Those with the gift of mercy can "bear one another's burdens" ([Galatians 6:2](#)) and "weep with those who weep" ([Romans 12:15](#)). They are sensitive to others' feelings and circumstances and can quickly discern when someone is not doing well. Typically good listeners, they feel the need to simply ‘be there’ for others (see [Matthew 5:7](#), [Luke 10:30-37](#), [James 3:17](#), [Jude 22-23](#)).

Jesus portrayed an unparalleled example of mercy when He displayed compassion to those in need, healing the hurting, embracing outcasts, and loving those that others considered unlovable. Jesus gave people value ([Isaiah 61:1-3](#)).

The Gift of Miracles

The Greek phrase ‘*energēmata dynameon*’ translates to ‘workings of powers,’ implying that these gifts are diverse and not permanently available at the believer’s will. They are bestowed at various times and

circumstances, subject to God's divine will and purposes. The spiritual gift of miracles, similar to the gift of healing, is mentioned in [1 Corinthians 12:10](#).

Those with the spiritual gift of miracles possess a special measure of faith and a desire for God to reveal Himself and draw many to faith in Jesus Christ. They avoid drawing attention to themselves, always pointing others to Jesus.

This gift is often accompanied by prayer and strong petitions for God to reveal His glory. For further reference, see [Acts 1:8](#); [1 Corinthians 12:10, 28-29](#) and [Galatians 3:5](#).

Jesus' entire ministry was marked by miracles. He raised the dead, provided supernaturally, healed the sick and fed the multitudes. Jesus performed many miracles during His earthly ministry ([John 20:30-31](#); [Acts 2:22](#)). The Apostles also performed various miracles as they were anointed by God ([Acts 2:43](#); [3:1-10](#); [5:1-16](#); [9:36-43](#); [13:4-12](#); [19:11-12](#)). Other believers, including Stephen ([Acts 6:8](#)) and Philip ([Acts 8:4-8](#)), also performed miracles.

The Gift of Music

Though not explicitly listed among the spiritual gifts, biblical evidence suggests that music and songwriting can indeed be considered spiritual gifts when they are inspired by the Holy Spirit. Just as the Holy Spirit empowers individuals in gifts like evangelism, prophecy, service and teaching, some are given the ability to create music that both glorifies God and edifies the church. An example of this is when songwriters are led and anointed to craft lyrics that help people connect with God in heartfelt worship or to convey profound theological truths.

This gift, like all spiritual gifts, is intended to bring glory to God, strengthen the faith of believers, and build up the body of Christ. This gift reminds us that God, the Creator of all things, endows us with the ability to compose music and to write inspiring lyrics that resonate deeply within us, stirring our hearts to seek and to worship God. Whether we label music and songwriting as spiritual gifts or as talents, their spiritual significance is unmistakable.



The Gift of Pastor/Shepherd

The spiritual gift of pastor/shepherd encompasses many responsibilities and is closely related to the gifts of teaching and leadership. The Greek word for pastor, *'poimen,'* means shepherd or overseer. Pastors are called shepherds because they care for the spiritual well-being of God's people.

In biblical times, shepherds had various responsibilities, such as caring for the wounded and sick, rescuing lost or trapped sheep, protecting sheep from predators, and guiding them to find places of rest and refreshing. The relationship between shepherds and their sheep was built on trust, with sheep attuned to the shepherd's voice and following him even when mixed with other herds.

As servants of God and His church, pastors are equipped by grace to serve the needs of the community. The primary goal of a pastor is to reveal God's heart to people in need of God's grace. The Holy Spirit grants the spiritual gift of pastor to some in the church to humbly teach, protect, guide and lead them in fulfilling God's mission. The role of a pastor is one of humility and service ([John 10:11-18](#); [Acts 20:28](#); [Ephesians 4:11](#)).

What greater example is there than Jesus who is described as the *good* shepherd, the *great* shepherd, and the *chief* shepherd.

The Gift of Missionary

The gift of a missionary is the divine enablement of a person is divinely empowered and called to minister in a different culture or region, often far from their home. In essence, a missionary's mission is to build bridges between communities and cultures, fostering support and spiritual growth wherever they are called to serve. Missionaries work to provide spiritual guidance, share their religious beliefs,

and support communities through various forms of service. This can include things like healthcare, social justice and education and even translating religious texts. Their work is rooted in a deep sense of purpose and commitment to modelling their faith by serving others and spreading the Word ([Acts 8:4, 13:2-3, 22:21](#), [Romans 10:15](#), [1 Corinthians 9:19-23](#)).

The Gift of Prophecy

The spiritual gift of prophecy is an extraordinary and unique gift. In [1 Corinthians 14:1](#), Paul encourages believers to “Pursue love, and earnestly desire the spiritual gifts, especially that you may prophesy.” This gift is a blessing to the church and should not be suppressed or disregarded ([1 Thessalonians 5:20](#)). The Greek word for the gift of prophecy is ‘*propheteia*,’ and refers to the ability to receive a divinely inspired message and deliver it to others in the church. These messages can include comfort, exhortation, edification, prediction of future events, inspiration, or other revelations intended to equip and edify the body of Christ ([1 Corinthians 14:3-4, 24-25](#)). These messages are not the authoritative Word of God but are human interpretations of divine revelations and must be tested against Scripture ([1 Thessalonians 5:20-21](#)). When they do speak, those with this gift should allow others to weigh what is said against Scripture to ensure the message’s accuracy. This gift should help to build up the church in unity ([1 Corinthians 14:4, 26](#)). Other references to this gift can be found in [Romans 12:6](#), [1 Corinthians 12:10, 14:1-5](#), [Ephesians 4:11-12](#), and [1 Peter 4:10-11](#).

The Holy Spirit grants the gift of prophecy to some believers to reveal God’s heart and edify the church. This gift benefits both believers and unbelievers, serving as a sign that God is truly among His church ([1 Corinthians 14:22-25](#)). Those with this gift should be humble and diligent in studying the Scriptures to test their revelations before speaking.

Jesus often prophesied about events that were going to unfold. He even foretold His death and resurrection. Prophecy played an integral role in His earthly ministry.

The Gift of Service

The spiritual gift of service, or ministering, encompasses a wide range of activities. There are two Greek words for this gift; ‘*diakonia*,’ as seen in [Romans 12:7](#), which means, ‘to wait on tables,’ and ‘*antilepsis*,’ which can be translated as ‘helping,’ as seen in [1 Corinthians 12:28](#). It refers to any act of service done in genuine love for the edification of the community.

Those with this gift of serve in ways that support others with more public gifts and ministries. These individuals are content with serving in the background, knowing their contributions bless the church. They do not seek recognition or the spotlight, but simply love to help where they can, displaying the love

of Christ in practical ways. We see examples of this gift in passages like [Acts 6:1-7; 20:35](#), [Romans 12:7](#), [1 Corinthians 12:4-7, 28; 16:15-16](#), [2 Timothy 4:11](#), and [Revelation 2:19](#).

Jesus is, without doubt, the ultimate servant-leader. What other leader would wash the feet of His disciples, serve them at the Last Supper, care selflessly for the lost, hurting and marginalised, and give His life as a ransom for us? Jesus is the embodiment of selfless service.



The Gift of Teaching

The spiritual gift of teaching carries significant responsibility within the church. The Bible makes clear that teachers are given a responsibility to steward the Scriptures. [James 3:1](#) cautions, “Not many of you should become teachers, my brothers, for you know that we who teach will be judged with greater strictness.” They are tasked with effectively communicating what the Bible says, what it means, and how followers of Jesus Christ should apply it to their lives. Those with this gift love to study the Word of God, often for extended periods. The Greek word for those with the spiritual gift of teaching is ‘*didaskalos*,’ from which we derive the English word ‘didactic.’ It means to teach, instruct, explain, instil doctrine, and expound. Teachers find great joy in seeing others learn and apply God’s Word to their lives.

Without this gift, the church could quickly fall into error. Their ministry serves to foster maturity in the Church, as seen in [Romans 12:7](#), [Ephesians 4:11](#), [1 Corinthians 12:28](#) and [James 3:1](#).

Jesus’ demonstrated a matchless ability to teach. He often astounded those who heard Him, used parables powerfully to direct instruction and convey spiritual truths, and shared wisdom that continues to transform lives today.

The Gift of Tongues

The spiritual gift of tongues comes from the Greek word *'glossa,'* or *'glossolalia,'* meaning 'tongue.' In the New Testament, this term contextually means 'languages.' Speaking in tongues involves uttering prayers or messages that glorify God in a language that is unknown to the speaker (1 Corinthians 14:2).

To understand this gift, we should consider the history of language in the human race. Initially, humanity had one language and direct communication with God. Humanity continued with one language until Genesis 11, when God confused their language and scattered them across the earth due to prideful rebellion via the Tower of Babel.

Pentecost heralded the outpouring of the Holy Spirit, beginning the reversal of the curse of divided languages. In Acts 2, people from all over the world could hear God's people proclaim His mighty works in their own languages.

In heaven, people from every nation, tribe, and tongue will praise God with one language (Revelation 7:9-12). The gift of tongues aims both to glorify God now and to prepare the Church to glorify Him forever in heaven. Understandably, this gift requires an interpreter for it to be edifying.

Key points about the spiritual gift of tongues:

- Not every believer receives this gift, nor is it a requirement for salvation (1 Corinthians 12:30).
- Tongues can be human languages, as in Acts 2, but may also be languages no one understands (1 Corinthians 14:2).
- Tongues should be orderly and controlled (1 Corinthians 14:27-28, 33, 39-40) but should not be forbidden (1 Corinthians 14:39).
- When spoken in a Christian gathering, tongues should be interpreted by someone with the gift of interpretation (1 Corinthians 14:27-28).



The Gift of Wisdom

The spiritual gift of wisdom, also known as the ‘word of wisdom’ comes from the Greek word ‘*sophia*,’ which refers to an intimate understanding of God’s Word and His commandments. This gift helps to guide others, often resulting in a deep sense of awe and wonder, which draws people into worship.

[James 3:17](#) describes “the wisdom from above” as “first pure, then peaceable, gentle, open to reason, full of mercy and good fruits, impartial and sincere.” This reflects the Holy Spirit’s work in a believer’s life.

The Holy Spirit bestows the gift of wisdom on some believers to in order to impart truth and understanding, invoking a response of holiness and worship. Drawing from their life experiences, those with this gift often help to bring a clearer sense of direction or understanding to people. They are often able, through this gift, to foresee the consequences of potential actions or decisions, warning against harmful or fruitless plans (see [Colossians 1:9-10](#), [2:1-3](#); [1 Corinthians 1:17-31](#), [2:1-16](#), [12:8](#); [James 3:13-18](#)).

Jesus teachings were imbued with divine wisdom. Through His wisdom, Jesus silenced critics, answered challenging questions with profound insights, and transformed people’s understanding of the Kingdom of God.

Take a moment to record any reflections you may have on the next page:

REFLECTIONS:



When you think about what you have covered so far, what, if anything, stands out for you?

Take a moment to record your reflections in the space above.

enjoy the process

03

NATURAL ABILITIES AND STRENGTHS

Identifying your natural abilities and areas of strength is the next step in gaining a clearer understanding your potential ministry blueprint.

LET'S DO IT!



Welcome back! Now that we've taken the time to better understand spiritual gifts and identify our gifts, we will shift our focus to exploring our natural abilities and strengths.

Why is this important in light of a ministry blueprint?

While God blesses us with spiritual gifts, we are also endowed with natural abilities and strengths. Being able to identify and better understand what these are can be very helpful in determining a ministry path or an area of service moving forward. For example, someone who is a gifted teacher may also be a talented writer. Knowing this can help that person see how their spiritual gift of teaching, combined with their natural ability to write, can effectively be used in tandem to bless others.

Natural abilities and strengths can be defined as inherent skills and talents that people possess without the need for extensive training or practice. This is not to say that these abilities can't be honed or developed further, but people often have a propensity to do something quite naturally and easily. This is usually an indication of a natural ability or area of strength.

John Spacey defines these abilities as,

“talents and character traits that allow you to do things.”ⁱⁱⁱ

He goes on to say that abilities can relate to education, personal pursuits, professions, hobbies and our social life. Although they may require knowledge, he shares that they are more closely tied to cognitive skills, attitude and practice which enables one to cultivate a talent that is highly usable.

Abilities and talents can further be defined as,

“An inherent ability or aptitude that allows someone to excel in a particular area with minimal effort. Psychologically speaking, it's seen as a blend of genetic factors and early experiences that shape our capabilities from a young age.”^{iv}

Recognising and utilising one's strengths can also lead to increased happiness and self-esteem.^v Focusing on strengths and natural abilities often makes people feel more confident and fulfilled. This positive reinforcement can create a cycle of success and satisfaction, leading to overall well-being.

This can cover a wide range of attributes, including:

Athleticism: Physical skills and attributes like coordination and dexterity that enable a person to excel in physical activities.

Creativity: Enables a person to think outside the box and come up with innovative ideas.

Empathy: The ability to understand and share the feelings of others.

Verbal skills: An innate ability to facilitate clear and effective communication with others.

It is not as daunting as it seems

I understand that for some, discovering natural talents and abilities can seem quite elusive. Some may struggle to recognise any positive qualities or attributes at all. However, the reality is that each of us possesses unique abilities, talents, and strengths. Sometimes we find it hard to see them because we're too close to ourselves to see, or appreciate, what these abilities might be. My hope is that this section will help you better understand and discern your natural abilities and areas of strength, as this is crucial in knowing how we can effectively serve the Lord and others.



What do abilities and strengths look like?

Though not exhaustive, the following list of abilities and strengths should help you better understand and recognise areas where you may have natural talents. Take a moment to read through the list and highlight any abilities or strengths that apply to you. Remember to be as objective as possible. It may also be helpful to seek feedback from others to see what they recognise in you. If you notice any strengths or abilities that are not listed, feel free to add them to your final list.

List of Natural Abilities and Areas of Strength

Accountability: Owning up to your responsibilities and actions.

Active Listening: Being present, concentrating on, and responding thoughtfully to others.

Adaptability: Being able to adjust and adapt to new situations or environments smoothly.

Adventurousness: The ability to be able to explore new experiences.

Ambition: Having a strong desire and motivation to achieve and succeed.

Assertiveness: Expressing yourself confidently while standing up for your rights.

Diligence: Carefully checking details to in order to ensure accuracy.

Athleticism: A natural ability and co-ordination that enables you to compete well in sports.

Budgeting: Managing financial resources within an approved budget.

Collaboration: Working effectively with in order to achieve common goals.

Common Sense: The ability to make practical and sound decisions.

Communication: The ability to clearly articulate ideas, thoughts and instructions to others.

Computer Literacy: Being proficient in using computers and various software packages.

Confidence: An ability to belief in yourself and your abilities.

Conflict Management: Resolving disputes within a team in order to maintain harmony.

Conflict Resolution: Being able to resolve and handle disagreements constructively.

Creativity: Generating novel approaches and ideas in order to accomplish tasks.

Critical Thinking: Evaluating arguments and identifying logical reasoning.

Cultural Competence: Interacting effectively with people from diverse backgrounds.

Customer Relationship: Building and maintaining good relationships with clients.

Customer Service: The ability to meeting and even exceed customer expectations.

Data Analysis: Interpreting statistical information to draw meaningful conclusions.

Decision Making: Making informed decisions based on the evidence gathered.

Delegation: Assigning responsibilities efficiently to the right team members.

Developing a Vision: Creating a clear direction for the future while inspiring others to follow.

Discipline: Staying focused and committed to goals or decisions.

Emotional Intelligence: Able to manage and understand your emotions and those of others.

Empathy: Understanding and sharing the feelings of others.

Flexibility: Being open to changes while being able to adapt to a different approach.

Gratitude: Appreciating what you have and the people around you.

High-Pressure Decision-Making: Making sensible decisions under tight time constraints.

Humour: The ability to finding joy and laughter in life and to help other laugh.

Independence: Relying on yourself and making autonomous decisions.

Innovation: Finding creative solutions to problems.

Innovation Management: Encouraging and managing innovative ideas.

Inspiring: Motivating others to achieve success by leading by example.

Intelligence: The ability to learn, understand, and solve problems.

Languages: Being fluent in one or more languages.

Logic: Thinking rationally and making sound decisions.

Love of Learning: Having a passion for acquiring new knowledge and skills.

Mathematical Ability: Using reasoning and numbers to solve quantitative problems.

Mentoring: Helping others grow in skills, knowledge and/or perspectives.

Modesty: The healthy ability to remain grounded and humble.

Motivating Others: Inspiring and encouraging team members to do their best.

Multi-tasking: Handling several tasks simultaneously without losing focus.

Negotiation: Reaching a satisfactory compromise for all parties concerned.

Networking: Building and maintaining professional relationships.

Optimism: Having a positive outlook on life while being hopeful about the future.

Organisation: Keeping things structured and orderly in your personal life and your workplace.

Patience: Waiting calmly and enduring challenges.

Persuasion: The ability to convincing others to see things your way.

Presentation Skills: Delivering information clearly and engagingly to an audience.

Problem Identification: Detecting issues before they escalate.

Problem-Solving: Breaking down complex issues in order to find logical solutions.

Project Management: Planning, executing, and closing projects with efficiency.

Public Speaking: Speaking articulately and confidently to audiences of any size.

Research: Gathering and collating data and facts that are relevant to decisions or projects.

Risk Analysis: Identifying potential risks and developing mitigating strategies.

Self-Control: The ability to regulate your emotions and behaviours.

Strategic Thinking: Considering long-term goals and their impact on the organisation.

Stress Management: Staying calm and focused, even when under pressure.

Teamwork: Collaborating with colleagues in order to achieve common objectives.

Technical Expertise: Specialised knowledge and acumen to perform specific tasks.

Time Management: Planning and prioritising work to manage your workload effectively.

Trends: Identifying data patterns and trends to predict future outcomes.

Writing: Clearly and effectively expressing thoughts and ideas in writing.

According to the above list, my top five abilities and strengths are:

1	
2	
3	
4	
5	

Questions for reflection:

Often, individuals with natural abilities or strengths don't recognise them because they assume that everyone can easily do the same things they can. Consequently, they may not see these skills as strengths. Take a moment to prayerfully reflect on the following question for greater clarity:

Things that come easily to me

Take a moment to reflect on what comes naturally to you. This often indicates a natural talent or ability. Can you think of anything you've picked up easily without much training or guidance? Have others commented on things you are able to do well or effortlessly?

Past successes

Now, take a moment to consider your past successes. In which areas have others acknowledged that you have shown more than average ability?

Compliments from others

Have you ever received compliments from others? What is it that they said you did well? Are there any themes?

Gathering feedback from others

Great point! Asking for feedback is an excellent way to identify strengths and abilities. Take the activities and strengths list and ask family, friends, and colleagues if they recognise any specific abilities or strengths in you. Look for common themes in their responses and write them down.

Other people have identified the following areas of strength/ability in me:

Activities I really enjoy doing

What are some of the activities you enjoy doing? Very often these can give us a good indication of natural abilities. Record them below:

Now, with all of the above in mind, take a moment to prayerfully consider the following:

Ways I could potentially use my natural abilities in ministry/service are:

Ways I could use areas of interest in ministry/service include:

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Congratulations! You have completed The natural abilities and strengths section of the workshop. Take a moment, if you would like to, to record any reflections on the following page before moving on to the next section.

REFLECTIONS:



When you think about what you have covered so far, what, if anything, stands out for you?

Take a moment to record your reflections in the space above.

enjoy the process

04

CORE VALUES

This chapter will explore what core values are and why they matter. Follow the material to gain a clearer understanding of your personal values, why they are important to you, and how they help to shape your ministry and purpose.

LET'S DO IT!



In this section, we'll take a moment to explain what core values are and why they are important. We will then introduce some tools to help you better understand and evaluate your core values.

Defining Core Values

According to Oxford Reference, core values are defined as:

"the most fundamental and immutable set of beliefs and attitudes governing the behaviour of individuals and groups"^{vi}

In other words, a core value is a deep belief or principle you hold that guides your actions, influences your decisions and impacts your behaviours. Core values are usually deeply ingrained; they reflect what is truly important and meaningful to us. Core values can change over time, particularly when we go through an experience that either heightens those values or gives a new value a voice.

Core values are not goals.

Although core values help shape our goals, they are not goals themselves. Goals are like steps or plans that help us reach a specific destination. Core values, on the other hand, are more like the needle of a compass, guiding us in a certain direction. It comes as no surprise that our core values often guide our decisions and provide a sense of purpose and direction. They align us with what we consider to be right and important.

Drs LeJeune, Kaur and Whalley state:

"Values aren't actions you can complete or finish. They're more like directions rather than destinations."^{vii}

Identifying our values is crucial. Without understanding or articulating our values, we can feel stuck and directionless. Similarly, when we don't realise that everyone has different values, we may end up feeling frustrated or even judgmental of those who prioritise different things. Gaining a clearer sense of our values helps us articulate what matters to us. Understanding the values of others enables us to engage with them thoughtfully, considerately, and kindly.

Consider the following list and see if any of these values resonate with you. Circle or highlight the ones that stand out for you:

List of Core Values

Accountability	Empathy	Intimacy	Responsibility
Acceptance	Enthusiasm	Justness	Romanticism
Adventure	Excellence	Kindness	Security
Ambition	Fairness	Knowledgeable	Service
Appreciative	Family	Leadership	Spirituality
Authenticity	Freedom	Learning	Spontaneity
Balance	Friendship	Loving	Success
Boldness	Gentleness	Loyalty	Teamwork
Commitment	Graciousness	Moderation	Thoughtfulness
Community	Gratitude	Morality	Tolerance
Compassion	Growth	Openness	Tradition
Competence	Happiness	Optimism	Trustworthiness
Confidence	Hardworking	Patience	Uniformity
Connectedness	Helpfulness	Persistence	Uniqueness
Courage	Honesty	Perseverance	Virtuosity
Courtesy	Hospitable	Playfulness	Wisdom
Creativity	Humility	Power	Other:
Curiosity	Humour	Present-focussed	Other:
Dependability	Inclusivity	Quietness	Other:
Determination	Independence	Rationality	Other:
Disciplined	Integrity	Respect	

Which of these values do you consider important? List your top twelve.

Now, take a moment to arrange these in order of importance to you as follows:

Values I want to be **very** important in my life:

1	
2	
3	
4	

Values I would like to be **somewhat** important in my life:

5	
6	
7	
8	

Values that are **not as** important to me at this time:

9	
10	
11	
12	

What stood out to you from the above reflections?

Further Questions for Reflection:

If the church were truly living up to its purpose, it would:

When it comes to church and ministry, I'm deeply enthusiastic about:

No matter which ministry I'm involved in, I always tend to:

An area of ministry or service I get really excited about is:

What key qualities or characteristics do you envision for your church or ministry? In other words, for what do you want your church or ministry to be known?

If we could create a new ministry group, it should focus on:

What makes this idea so important to you? Feel free to elaborate on why you think this new ministry group would make a significant impact.

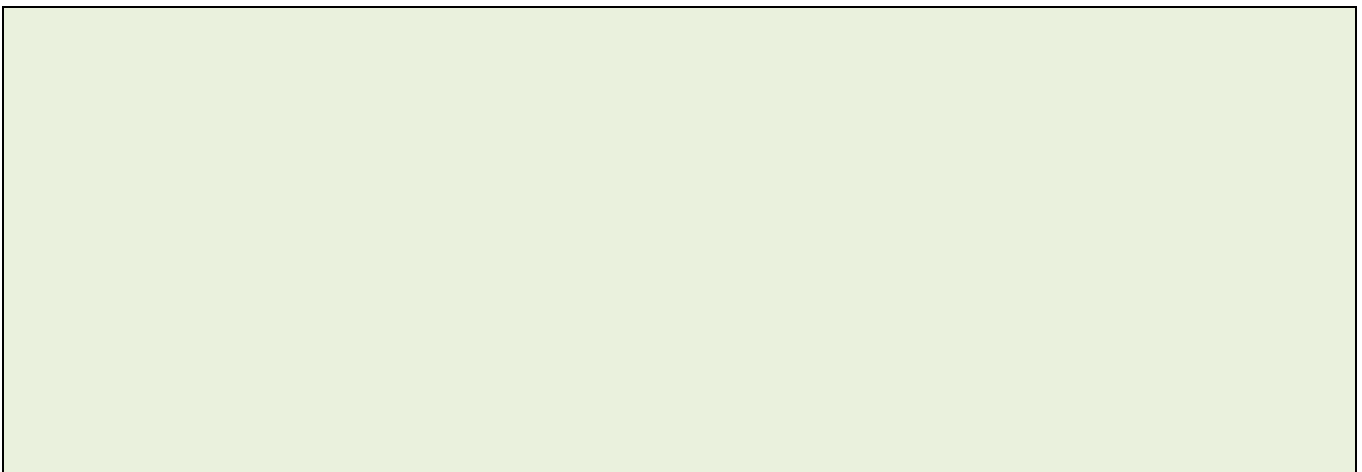
What sort of contributions do you see yourself making in this new ministry group? Explore your potential role further:

What specific aspects of your past experiences are crucial for you to incorporate into this new ministry group? Sharing those could help to paint a clearer picture:

If I could suggest one thing to the leaders of a church or ministry to enhance our effectiveness and impact, it would be:

Reflect on your answers in this section. Do you notice a common theme? This should help you articulate those core beliefs. Has anything specific coming to mind that you want to delve into? What core beliefs do you think this might be highlighting for you?

Congratulations! You've completed the Core Values section of the Ministry Discovery Workshop. Take a moment to reflect on how these values tie in with your spiritual gifts, and natural abilities and strengths. Do you notice any common themes? What might this be indicating to you? How does this align with what you are currently doing? What do you think needs to change going forward?



REFLECTIONS:



When you think about what you have covered so far, what, if anything, stands out for you?

Take a moment to record your reflections in the space above.

enjoy the process

05

LIFE EXPERIENCES

Have you ever considered the importance of life experiences and how they can help to shape our purpose going forward? This chapter will help you to ponder this point in more detail.

LET'S DO IT!



What are Life Experiences?

Life experiences encompass the events, activities, and interactions that shape our lives and influence our perspectives, behaviours, and beliefs. These experiences cover a broad range of occurrences, both positive and negative, contributing to our personal growth and development.

They can be defined as:

"the knowledge or skill acquired by a period of practical experience of something." viii

How life experiences shape our purpose:

The experiences we go through shape who we are, influence our decisions, and help us understand our purpose in life. They provide valuable lessons and insights that guide us on our journey.

Our life experiences help to shape our purpose by providing us with invaluable knowledge, skills, and insights which, in turn, help us better understand ourselves, others, and the world around us. They help us identify what is meaningful, guiding us toward a fulfilling and purposeful life.

Conversely, when we don't understand our values or struggle to articulate them, we can feel frustrated, unfulfilled, and even trapped. Life experiences help us better understand what truly matters to us, often further clarifying or highlighting a deeper purpose.

For example, a minister and his wife were unfairly dismissed from a church pastorate. Understandably, this had a deep impact upon them. Over time, however, they launched a ministry supporting other ministry families who had suffered a similar fate. Their life experience further shaped their pastoral gifts, natural abilities, and core values into a meaningful, life-changing ministry where they could offer understanding, empathy and practical help where little had existed previously.

Similarly, someone who has experienced hunger may be motivated to volunteer or establish a local food bank to assist others in a similar plight.

Let's take a moment to consider how your unique life experiences might translate into a ministry opportunity that aligns with your spiritual gifts, natural abilities and strengths, and core values.

Here are some questions to consider that will hopefully bring a bit more clarity:

Questions for Consideration:

Life experiences that have impacted me in the past are:

Do you possibly feel you still need help or healing in any of these areas? Is so, that is absolutely understandable. Take a moment to consider how you could get help moving forward:

Ways I could use my life experiences to positively contribute to helping others include:

Mistakes I've made in life, ministry, or service that I could learn from going forward, include:

Things I would do differently now, given my experience, include:

If this were to lead to an opportunity for service, what might that look like? What possibilities or specific ideas come to mind?

Do you believe that God wants to use your life experiences as a ministry to others? Given what you have learned about yourself thus far, how do you think this could fit with your spiritual gifts, natural abilities, areas of interest, and core values?

It is fascinating to see how these various aspects can interweave to form a unique ministry or service opportunity. Reflecting on our life experiences is no exception. This can help to reveal a lot about our passions and strengths. The challenges you've faced and overcome, for example, can be powerful motivators and sources of empathy moving forward, highlighting where you might feel called to help others in similar situations and circumstances.

Combining this insight with an understanding of your spiritual gifts, natural abilities and strengths, and core values, can lead to a fulfilling and impactful ministry.

How do you see everything you have covered coming together so far? Is there a specific area or group of people you feel particularly drawn to help? Take a moment to consider some ideas of how you can turn these reflections into actionable steps. We will cover this in more detail in the next section, but make a start here:

Well done! You have completed the penultimate section of the workshop. In the next section, we will explore how to develop a plan moving forward. My prayer is that this will help turn these aspirations into practical steps you can take to make them a reality.

REFLECTIONS:



When you think about what you have covered so far, what, if anything, stands out for you?

Take a moment to record your reflections in the space above.

enjoy the process

06

DEVELOPING A PLAN

Let us take a moment to see how we can join all the dots together. This chapter will help you to begin to consider how you can develop a plan for the future, introducing short, medium and long-term goals.

LET'S DO IT!



Why Develop a Plan?

You may have heard the phrase, "no plan survives contact with reality." There's a lot of truth in this, and developing a plan for ministry going forward is no exception. Developing a plan and prayerfully adapting that plan going forward can be a really helpful tool and technique. On one of his missionary journeys, Paul planned to go to Ephesus, for example, but adjusted that plan after having been kept from the Holy Spirit from entering Asia, and again after having the dream about the man from Macedonia (Acts 16:6-10).

Plans are very helpful, and indeed, important. But we should always be open to these plans being adjusted along the way as God leads us. As Proverbs 19:21 reads:

“Many are the plans in the mind of a man, but it is the purpose of the Lord that will stand.”

Prayerfully planning can be beneficial in the following ways:

Before you take action:

It can provide clarity and direction: Planning helps you set clear objectives and provides a sense of direction.

Preparation: It allows you to anticipate obstacles and explore ways to overcome them.

Visualisation: Writing down your goals can bring a sense of reality to your aspirations, making them more achievable.

While you are taking action:

Focus and progress tracking: It ensures you stay on track, helping you to measure your progress.

Adaptability: Having a plan doesn't mean you won't adapt it, but it gives you a blueprint to revise.

Motivation: Seeing the steps you need to take and the milestones you're hitting can keep you motivated.

After you have taken action:

Reflection and Learning: You can evaluate what worked and what didn't, gaining insights for future planning.

Accountability: Written goals and plans can make you accountable to your aspirations and commitments.

Sense of Achievement: There's a satisfaction that comes from accomplishing planned goals, knowing the journey was thought out and executed.

Turning your plan into goals that are written down

Writing goals down can be very helpful. This is backed up by neuroscience, which points out that vividly describing your goals and plans in written form is strongly linked to their success. This emphasises the importance of clarity and visualisation when planning and setting goals.^{ix}

Being able to produce a prayerful and workable plan will help to bring focus and direction, allow for adjustments along the way, and give opportunity for reflection and growth.

Let us take a moment to consider how developing a plan can help enhance your ministry goals going forward. We will start by looking at how we can set goals as part of our development plan.

What are goals and why do they matter?

Goals are specific, measurable objectives or targets that individuals or groups set within a given period of time. They can be defined as:

“the end toward which effort is directed.”^x

Goals help to provide direction, inspire motivation, and cultivate a sense of purpose, leading people focus their efforts on a desired outcome. Goals can be personal, spiritual, ministry-related, or focused on various aspects of life, like health, education, career or relationships.

Types of Goals:

Short-term goals

These are objectives to achieve in the near future (days to weeks)

Medium-term goals

These are objectives to achieve in the medium future (weeks to months)

Long-term goals

These goals involve larger, more significant achievements, often requiring more time and effort (months to years).

SMART goals

A popular method for goal-setting involves producing what we call SMART goals. This provides a framework for setting objectives that are clear, precise, and achievable. The acronym SMART stands for goals that are:

Specific: The goal is clear and specific, answering the questions of *who, what, where, when, why, and how*.

Measurable: This goal can be quantified or tracked, making it possible to monitor progress and determine when and how this has been achieved.

Achievable: This goal is realistic and attainable, taking into consideration available resources and constraints.

Relevant: This enables a goal to align with broader objectives, ensuring it is worthwhile and meaningful.

Time-bound: A goal that is time-sensitive and focused has a defined deadline or period, creating a sense of urgency and keeping the momentum going.^{xi}

To give you an idea of how this works, consider the following example:

Example of SMART goal for personal spiritual development:

Goal: *To improve my daily reading of Scripture.*

Specific: *I want to develop a consistent practice of Scripture reading for spiritual growth.*

Measurable: *I'll read Scripture for at least 15 minutes each day, tracking my progress in a journal. I will spend 5 minutes being silent and inviting God to speak to me about what I have read. Next, I will take 10 minutes to write down what I believe God is saying to me personally through this passage, and explore how I can implement what I have learned in practical ways this day.*

Achievable: *I'll start with a 5-minute reading session and gradually increase to 15 minutes over the next 30 days, using a reading plan for support.*

Relevant: *This practice aligns with my goal of spiritual development and growth.*

Time-bound: *I aim to establish this daily routine within the next two months.*

We can set SMART goals with ministry development in mind too.

Example of a SMART goal for ministry discovery and development:

Goal: *To discover and develop a unique ministry that aligns with my gifts and passions.*

Specific: *I want to identify a ministry that leverages my skills in pastoral care and my passion for supporting families.*

Measurable: *Within the next three months, I will set up and conduct at least three informational interviews with ministry leaders and participate in one workshop/seminar related to pastoral care and family support ministries.*

Achievable: *I will allocate two hours each week for research and networking, scheduling tasks around my current commitments. I will do this on Tuesday and Thursday evenings for one hour each.*

Relevant: *This goal aligns with my desire to make a meaningful impact in my community and to feel more connected to my spiritual gifts.*

Time-bound: *I aim to have a clear ministry plan and initial development steps outlined within the next ninety days.*

Refining these into next-steps

Taken further, this plan could be refined even further to look something like this:

Goal: *Exploring the next steps I need to take in order to achieve my ministry discovery and development goal.*

1. Self-Assessment and Reflection (Weeks 1-2):

- *Identify strengths:* List your skills, passions, and experiences related to pastoral care and supporting families.
- *Reflect on calling:* Spend time in prayer, meditation or journaling to discern where I feel called to serve.

2. Research and Information Gathering (Weeks 3-6):

- *Identify potential ministries:* Make a list of ministries focused on family support within my community or church.
- *Collect resources:* Find and review books, articles, and online resources about family support ministries.

3. Networking and Engagement (Weeks 7-10):

- *Informational interviews:* Schedule and conduct at least 3 interviews with ministry leaders. Prepare questions about their journey, challenges, and any advice they could give.
- *Attend workshops/seminars:* Sign up for and participate in at least 2 relevant workshops or seminars to gain more insights and connections.

4. Reflection and Planning (Weeks 11-12):

- *Analyse my findings:* Review the information gathered from interviews and workshops. Consider how this aligns with my skills and passions.
- *Draft a ministry plan:* Outline my vision, goals, and initial steps for developing my ministry.

5. Set Up Initial Development Steps (Weeks 13-14):

- *Outline action items:* Create a to-do list with specific tasks to help me begin to implement my plan.
- *Seek mentorship:* Identify a mentor or advisor within my community for guidance and support.
- *Consider further training and development opportunities* to hone my gifting and skills in this area.

Once you have completed your initial ‘next-steps’ draft, you can then produce a draft timeline summary as follows:

My Draft Timeline Summary:

Weeks 1-2: *Self-assessment and reflection*

Weeks 3-6: *Research and gather information*

Weeks 7-10: *Networking and attending workshops*

Weeks 11-12: *Reflect and draft a ministry plan*

Weeks 13-14: *Set up initial development steps and seek mentorship.*

Points to ponder

Now that you have a better idea of how a plan can be prayerfully developed and turned into SMART goals, let us begin prayerfully developing a plan by first taking a moment to summarise your spiritual gifts, natural abilities and strengths, core values and life experiences in the space below. Can you see a connection? Take a moment to speak to others to see if they may be able to recognise any connection.

Let's start by writing down some broad initial thoughts. We can then look at ways of refining these into more actionable SMART goals and concluded with a timeline summary.

Spend some time in quiet, prayerful reflection. Invite the Lord to help you explore and answer the following questions. Remember that this is just a launching point, so write down as much or as little as you like. Don't feel that anything is irrelevant. Prayerfully brainstorm and answer the following:

The spiritual gifts I have identified are:

My natural abilities and strengths include:

Core values that have come to light are:

My unique life experience(s) have identified the following possible connection:

What have others suggested could be a good area of ministry for me to consider? Who could I ask?
When could I ask them?

With this in mind, ways I can begin to develop my ministry gift includes:

Steps I need to take to develop my ministry:

My personal spiritual development can be addressed by:

During this time, I have felt the Lord challenge me to:

I intend to respond to this challenge by:

I can see myself becoming involved in the following area/areas of ministry/service in future:

Ways I can research this include:

When I plan to do this:

Areas in which I would like to be trained up in include:

My short-term next-steps that I can take over the next few days are:

My medium-term next steps that I can take over the next few weeks include:

My longer-term next-steps that I can take (over the next few months to the next year) to continue to develop in this area are:

Now let's start to bring all the above together. Thinking long-term is a great strategy for sustained growth and impact. Complete the form on the following pages to get started. You can continue to prayerfully refine and develop your plan over the next few days, weeks and months as you continue to develop your ministry.

My Draft Development Plan

1. Advanced Training and Education:

Enrol in courses: What courses can I enrol in as I develop this ministry blueprint? Do I need any certifications?

Attend conferences/training events: Are there any conferences or training events that would help? If so, how will I go about researching this?

2. Deepen Community Engagement:

Volunteer regularly: Are there ways I can begin to volunteer now? What would that look like? What would I need to do to get started?

Build a support network: Forming a network of like-minded individuals can provide mutual support, encouragement, and inspiration. Who can help mentor me or me gain hands-on experience?

Seek Mentorship

Finding a mentor: Would it be helpful to find a seasoned ministry leader/mentor who can provide guidance, feedback, and accountability on my journey? How and when could I do that?

3. Reflect and Adjust:

Regularly evaluate: Set aside time every few months to evaluate your progress, celebrate successes, and identify areas for improvement.

Stay flexible: Be open to adjusting your plan based on new insights, opportunities, and challenges.

Next, summarise this into a workable timeline. Here is an example. Space will be provided after this for you to have a go.

Example Timeline:

Months 1-3:	<i>Enrol in relevant courses and start volunteering regularly.</i>
Months 4-6:	<i>Develop and conduct workshops, and initiate support groups.</i>
Months 7-9:	<i>Attend at least one major training event to deepen my community engagement.</i>
Months 10-12:	<i>Seek mentorship and professional coaching, and evaluate and adjust my plan.</i>

Time to have a go:

Take a moment to summarise your timeline in the space below:

My Draft Timeline:

Months 1-3:	
Months 4-6:	
Months 7-9:	
Months 10-12:	

Congratulations! You are well on the way now. Feel free to come back at any time and adjust as and when you need to.

REFLECTIONS:



When you think about what you have covered so far, what, if anything, stands out for you?

Take a moment to record your reflections in the space above.

enjoy the process

07

BRINGING IT ALL TOGETHER

We hope that you have found this material helpful. Take a moment to summarise what you have discovered.

You may also want to consider signing up to receive updates about special offers and new resources as they are released.

LET'S DO IT!



Bringing it all together

Please feel free to use this section to summarise and consolidate your thoughts from the previous sections into the spaces provided below:

My spiritual gifts:

My natural abilities and areas of strength:

My core values:

My life experiences and how they link:

A Summary of My Development Plan:

Advanced Training and Education I intend to engage in:

Ways I will seek to deepen my community engagement:

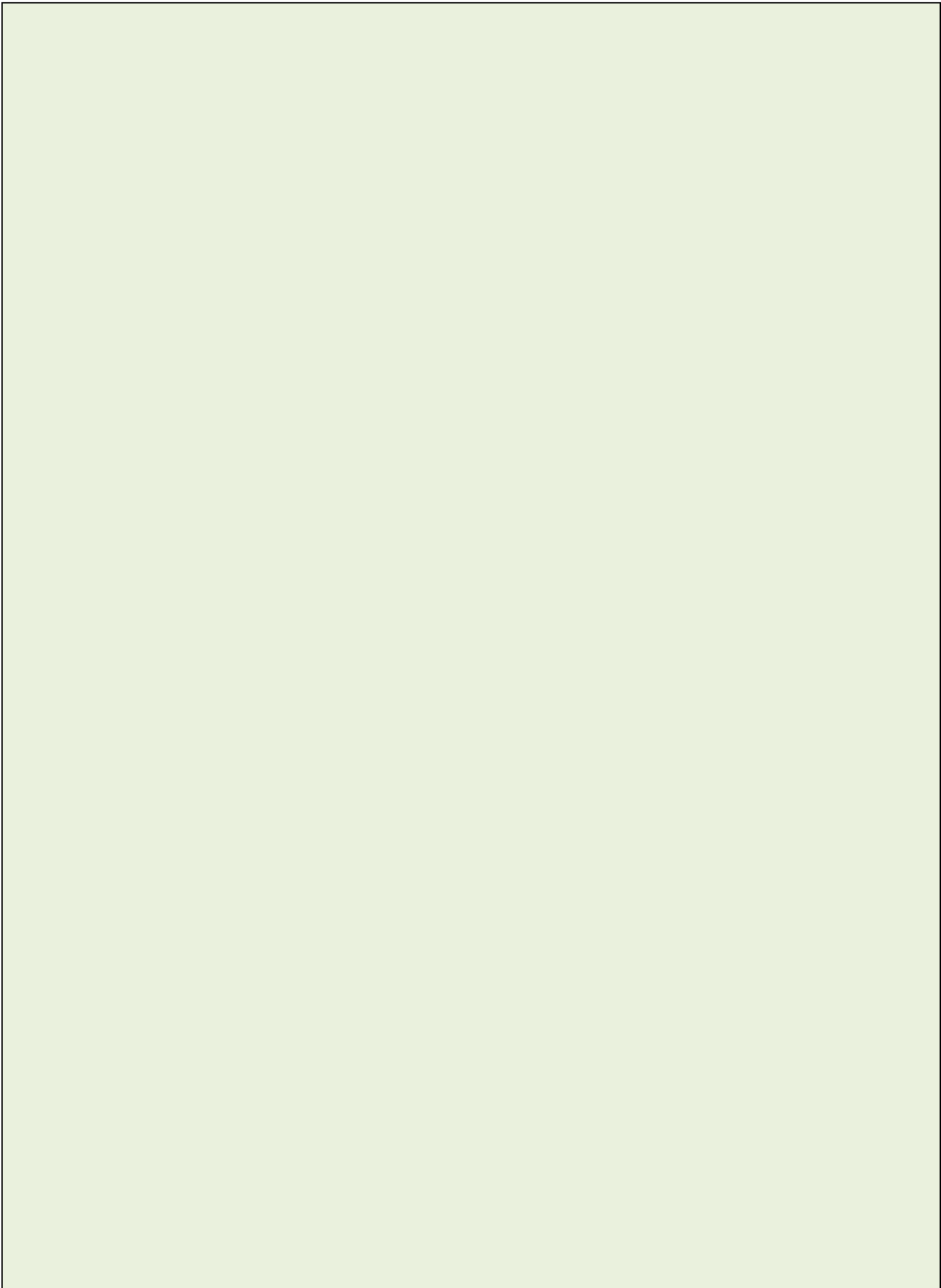
Ways I will continue to reflect and adjust:

My Reviewed Timeline:

Months 1-3:	
Months 4-6:	
Months 7-9:	
Months 10-12:	

Take a moment to prayerfully reflect on what you have covered and any insights that have come to you.
When you are ready, summarise your closing thoughts on the next page:

Closing thoughts:

A large, empty rectangular box with a light green background, intended for writing closing thoughts. The box is framed by a thin black border and occupies the majority of the page below the 'Closing thoughts:' heading.

Possible next steps in your spiritual and mental wellbeing and development

This ministry discovery workshop forms part of a broader vision to approach discipleship holistically, considering steps, skills, tools and techniques that minister to the head, the heart and the hands.

For more information, please feel free to visit us at:

<https://www.discipleship.foundation>

A word of thanks

On behalf of Discipleship Foundation, I want to extend a big thank you to you for taking the time to complete this workshop. I am really excited at your potential and what God wants to do through you. I pray that the Lord will use you to impact and to make a difference in the lives of those you encounter.

I hope that you have found this material helpful. I would love to hear from you, so please do take a moment to give some feedback at: info@disciplehip.foundation

May the Lord continue to bless you in your journey. My continued prayer for you is that God will lead you and guide you in the days ahead, taking you from strength to strength.

Most of all, may you draw nearer to Him, discovering in a very real and personal way, how precious you are and how deeply you are loved.

Yours in our Lord's service,

Leston

Discipleship Foundation

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The Ministry Discovery Workshop provides practical tools to help you discover your unique ministry blueprint. It aims to help you understand how God has wired you to serve effectively and passionately in a way that fits who you are. We will help you identify your spiritual gifts, natural abilities, and key areas of strength, before turning our focus to unlocking your core values. Finally, we will spend some time helping you consider key steps to developing a personal plan.

TESTIMONIALS



A VERY HELPFUL AND PRACTICAL RESOURCE IF YOU ARE
LOOKING TO BETTER UNDERSTAND YOUR MINISTRY
BLUEPRINT. IT WILL HELP YOU TO JOIN THE DOTS AND MAKE
A MORE MEANINGFUL DIFFERENCE GOING FORWARD.



I FOUND THIS TOOL REALLY HELPFUL. IT WAS EASY TO
FOLLOW ALONG AND BROUGHT SOME MUCH NEEDED
CLARITY AND INSIGHT. IT WILL DEFINITELY HELP ME BECOME
MORE EFFECTIVE AND TO SERVE IN A WAY THAT FITS WHO I
AM.



IF YOU HAVEN'T TAKEN THE TIME TO COMPLETE THE MINISTRY
DISCOVERY WORKSHOP, I WOULD REALLY ENCOURAGE YOU
TO DO SO. EASY TO FOLLOW, WELL EXPLAINED, AND WELL
WORTH DOING!



Leston Blackburn is the Founding Director of Discipleship Foundation. He holds a Doctorate in Pastoral Ministry as well as post-graduate qualifications in Counselling and in Psychotherapy. He has served as a pastor for several decades and is also an accredited, practising therapist.

